

Trade Union Consultation Meeting

Wednesday, 30 March 2022, 10.30am, Microsoft Teams

Decision Notes and Actions Arising

Attendees LBE

Julie Mimmagh, Chair
 Iona MacKinnon, Note taker
 Tinu Olowe
 Presenting Officers:
 Monica Tyson
 Ferah Mustafa

Trade Unions

Christine Sesstein (Unison)
 Tracey Adnan (Unison)
 Paul Bishop (Unison)
 Denise Handscomb-Teagle (GMB)
 Anna Woodcock (GMB)

Apologies

Terry Smith (Unite)
 Nadine Clark
 Krissy O'Hagan (GMB)

		OWNER
1	Mental Health First Aiders	
	<p><i>Julie Mimmagh presented</i></p> <p>The council recently introduced Mental Health First Aiders to support the workforce. This is initially running as a pilot and a further cohort may be considered.</p> <p>JM explained that looking after mental health and wellbeing is important. It is one of the main causes of sickness absence. Poor mental health can impact relationships with colleagues, managers, direct reports and performance at work. National stats show that around 41% of employees are experiencing mental health issues and believe their condition can be worsened by work, 30% of employees don't tell anyone about their mental health issues and 72% of the LGBTQ+ Community have experienced poor mental health at work.</p> <p>The MHFA's have gone through a 2-day training course and the role of the MHFAs is not to provide psychological support, but rather to recognise signs where a colleague may be experiencing poor mental health at work and signpost them to gain further support. They have been trained to be a non-judgemental person to speak to, listen and signpost colleagues towards professional support and encourage them to speak to other people e.g., their family/ GP/manager. Hopefully having early intervention and providing assistance at an earlier stage may help avoid someone's mental health from deteriorating.</p> <p>The MHFA's will also act as mental health champions, spread across all 4 departments. The MHFAs will report back to DMT's on potential themes and trends within a particular service for example, (all information shared will be confidential and no names will be included). This may help us as an employer to look at what interventions and support needs to be put in place.</p>	

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	<p>Julie Mimmagh and Debbie- Ann Ofosuware (Public Health Practitioner) are the corporate sponsors and will be supporting the MHFAs on a monthly basis along with the Sickness and Attendance lead Nahid Greenaway Hills.</p> <p>The next steps include rolling out communications to promote MHFAs, each MHFA will include a signature on their emails and there will also be a dedicated page on the intranet. Information will also be posted onto boards in Morson Road, Bridgewood House etc so all staff can access support.</p> <p>AW asked whether a person has to go to the MHFA from their department. JM explained that they can approach any MHFA.</p> <p>PB asked about the amount of time MHFAs would spend with individuals that have approached them for support. JM explained that the recommended time from Mental Health First Aid England is 30 minutes, but they recognise that every situation is different and there may need to be longer/ shorter conversations. JM added that MHFAs need to make it clear that their role is to listen and signpost individuals so that they are able to pull back from the conversation. There will also be support for managers and wider training around sickness and attendance using case studies will be provided to managers along with tools to broach conversations.</p> <p>TA commented that Unison are happy to support in any way possible.</p> <p>DH asked whether the 2 days' training is enough for MHFAs. JM explained that there is refresher training but no additional specific training. TO added that they settled with Mental Health First Aid England due to their successful reputation and are confident with the training provided to the MHFAs and support available for them.</p> <p>TA asked if poor mental health was being caused by a manager, how this would be resolved. JM explained that the MHFA would signpost the individual to HR or to speak with their union or JM or Debbie-Ann.</p> <p>TA asked whether this is being rolled out to schools. It is not at the moment.</p>	
	<p>Passenger Assistance Restructure <i>Monica Tyson/ Ferah Mustafa</i></p> <p>This restructure focuses on deleting 1 Passenger Assistance post which is 27.5-hour x 52 weeks of the year and create a 20-hour x 39 weeks term-time post, this will re-align the structure.</p> <p>MT explained that she is struggling to maintain the 27.5 hours of work for the individual as there is less work currently needed.</p> <p>CS asked whether the individual is prepared to cut their hours. MT explained that she will have this conversation with the individual and discuss this.</p> <p>FM added that they will speak to the individual about the new contract and will also discuss redeployment and redundancy options.</p> <p>TU colleagues to provide any further comments to MT by 13 April 2022 and MT will then proceed with the consultation.</p>	

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	No further questions	
4	Notes of previous meeting, 16 March 2022	
	<ul style="list-style-type: none"> Culture Services Restructure – RP shared JD's and affected population 	
5	Any other business	
	<p>PB asked for broken down sickness stats. JM to share reports (Annual Workforce Report etc) / stats with TU colleagues.</p> <p>CS raised a question regarding the Coffee Cart in the Civic. TU colleagues can write their concerns/ feedback from members to the Executive Director of Place.</p>	<p>JM</p> <p>TU's</p>
	<p style="text-align: center;">Next meeting</p> <p style="text-align: center;">Wednesday, 13 April 2022 10.30am</p> <p style="text-align: center;">Microsoft Teams meeting</p>	

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